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LAWYERS



Understanding the implications of harassment at work

 eLearning courses



Preventing sexual harassment at work

Since October 2024, all employers have a proactive duty to prevent sexual harassment at work.

Tribunals now have the power to apply a 25% uplift to any compensation in successful claims if employers fail to comply with this new duty.

With this practical eLearning course, you can ensure compliance, avoid potential uplifts in compensation and demonstrate your commitment to preventing sexual harassment.

ESTIMATED DURATION:

20 minutes

ASSESSMENT:

End of course, once content is completed

PASS MARK:

80%

What to expect

- **What to expect:** We debunk the myths around sexual harassment and share how to spot inappropriate behaviours, from subtle remarks to invasions of personal space.
- **Response to behaviour:** Hear the importance of taking action in the moment to hold individuals accountable and prevent further inappropriate behaviour.
- **Delivering outcomes:** We highlight how to raise your concerns, what's involved in formal processes, and when there might be police involvement in the most serious circumstances.

For further details and costs, contact Halborns and quote your BMF member number:



info@halborns.com



0115 718 0333



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Better banter at work

“It was just a bit of banter” has been a common phrase in workplaces for decades, but it can often be an excuse for inappropriate behaviour.

Banter isn't always a bad thing, helping teams gel and creating a positive working environment. However, it's crucial you know when it's becoming unacceptable and exposing you to legal risk.

With this eLearning course, learn how to protect your business from significant risk by drawing a clear line between humour and harassment.

ESTIMATED DURATION:

20 minutes

ASSESSMENT:

**End of course, once
content is completed**

PASS MARK:

80%

What to expect

- **Humour and harassment:** Understanding the legal definition of ‘harassment’ and the importance of the effect of the behaviour on the recipient.
- **What’s protected?:** We detail the protected characteristics of harassment and share real-world scenarios that could amount to harassment, both inside and outside work.
- **Raising concerns:** Learn the benefits of calling out harassment in the moment to prevent escalation and understand what it means to be an ally.
- **Dealing with inappropriate behaviour:** We share the details of potential sanctions for behaving inappropriately.

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Equality, diversity and inclusion

We all have a role to play in creating and sustaining a respectful, diverse and inclusive workplace.

When we work with people different from ourselves, it's important to understand how our actions and words can impact them.

In this course, you can ensure your employees are clear about what is meant by equality, diversity and inclusion, and have the confidence to communicate in a way which makes everyone comfortable at work.

ESTIMATED DURATION:

20 minutes

ASSESSMENT:

**End of course, once
content is completed**

PASS MARK:

80%

What to expect

- **Understanding terminology:** Learn the meaning of 'equality', 'diversity' and 'inclusion', and the differences between equality and equity.
- **What's protected?:** We explore what's protected under the Equality Act and break down the different types of legal protection.
- **Inclusive communication:** Understand how to avoid stereotyping, mispronunciation and misgendering, and learn key considerations for inclusive social events.
- **Raising concerns:** We share how to raise your concerns formally or informally and the sanctions that may occur if behaviour doesn't align with expectations.

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